

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D.C.  
20052

MINUTES OF A REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
JANUARY 20, 1984, IN LISNER  
HALL, ROOM 603

1 The meeting was called to order by President Elliott at 2:12 p.m.

Present: President Elliott, Registrar Grimm, Parliamentarian Schechter, Claeysens, Eldridge, Fox, Frey, Greene, Griffith, Gross, Hill, Kelly, Kramer, Levy, Loeser, Morgan, Park, Pierpont, Rashid, Robinson, Schiff, Schiller, L. Solomon, Tolchin, Wade, and Ziolkowski

Absent: Provost Bright, Altshuler, Barron, Birnbaum, Castleberry, Helgert, Kenney, Liebowitz, Linton, Smith, H. Solomon, and Yezer

President Elliott then introduced Assistant Professor Alan G. Wade, a newly-elected member of the Senate from Columbian College, as a replacement during the 1984 Spring Semester for Professor Guido E. Mazzeo who is on sabbatical leave.

2 The President called for approval of the minutes of the regular meeting of November 11, 1983, as distributed. Professor Griffith asked that the record be changed to show in Minute 4(b), line 5, that the "Professor Robinson" referred to therein is "Professor David Robinson, National Law Center," who was called upon to appear before the Professional Ethics and Academic Freedom Committee because of his role in grievance cases as counsel to various University departments. Professor Griffith noted that he would be happy to have his Senate colleague, Professor Lilien Robinson, present her views to the committee as well, if she so desired. No other changes were made, and the minutes, as amended, were approved.

3 On behalf of the Executive Committee, Professor Morgan moved Resolution 83/4, "A Resolution Regarding the Commemoration of the Birthday of Martin Luther King, Jr.," and the motion was seconded. Professor Morgan explained that the Executive Committee thought it was necessary for the Senate to take official action as early as possible on this new federal holiday because of the implications for the academic calendar. President Elliott asked Professor Morgan if the resolution was being proposed for action today or for referral to the Educational and Admissions Policy Committee, and Professor Morgan responded that the resolution was being proposed for action today and, if passed, would be subject to consideration by that committee for adjusting the academic calendar. Professor Gross said that he was in favor of the holiday, subject to a change in the academic calendar that would have classes end on Monday rather than Friday in the spring semester so that a class day would not be lost. Professor Fox moved that the resolution be amended to include the following language: "That the academic calendar be changed so that the spring semester would end after the Monday class rather than after the Friday class, thereby shortening the reading period." The motion was seconded by Professor Gross. Professor Schiff spoke

against the amendment because he said the Educational Policy Committee was keenly aware of the problems of incorporating a new holiday in the academic calendar. He said the committee would be exploring all the alternatives, but Professor Fox's amendment would limit that endeavor. Professor Fox responded that if the resolution had been presented for referral, not action, he would have no problem with it, but he could not vote favorably at this time until he knew what kind of recommendations the Educational Policy Committee would propose for adjusting the academic calendar. A discussion followed by Professors Morgan, Griffith, Fox, and Dean Kelly. Professor Levy suggested that Professor Fox withdraw his amendment so that a motion might be made to refer the resolution to the appropriate committee. Professor Fox withdrew his amendment, and Professor Levy moved that the resolution be referred to the Educational and Admissions Policy Committee with instructions to make recommendations for changing the academic calendar to accommodate the new holiday. The motion was seconded by Professor Fox. Professors Schiff, Griffith, and Morgan spoke against the amendment. The question was called on the motion to refer, and the motion was lost.

Professor Morgan then informed the Senate that he had received two communications with regard to this resolution. One was from Registrar Grimm, noting that the proposed holiday would generally fall during registration. Professor Morgan said that the Educational Policy Committee was already aware of that problem. The second was a memorandum from Professor Charles A. Moser, Department of Slavic Languages, which read as follows:

I should like to express my opposition to the Executive Committee's Resolution Regarding the Commemoration of the Birthday of Martin Luther King, Jr.

Under the type of schedule we have now, it is general university policy not to observe the overwhelming majority of official holidays which fall within the academic year. The only real exception to that is Thanksgiving. Washington's Birthday is a seeming exception, but I am certain that if our university did not bear his name the probability is quite high that we would not observe it either. Under such circumstances it seems to me inappropriate for George Washington to make a special case of Martin Luther King's Birthday.

I might add that this particular national holiday is unusually divisive politically. I realize there are many people who feel strongly that it should be observed, but there are others (among whom I include myself) who do not wish to observe it in any fashion. Under these conditions I would suggest that the University not close officially on this day, but permit those who wish to observe it to do so without penalty, while also allowing those who wish to work on that day to do that.

A discussion on the original motion followed by Professors Frey, Fox, Morgan, Griffith, and Schiller. The question was called, and Resolution 83/4 was adopted unanimously. (Resolution 83/4 attached.) Professor Morgan said that the Executive Committee would refer this resolution immediately to the Educational and Admissions Policy Committee for its recommendations for adjusting the academic calendar to accommodate this holiday. Professor Tolchin then made an informal request that the Educational Policy Committee might also look for the "missing Thursday" in the fall semester calendar.

5 (a) On behalf of the Executive Committee, Professor Morgan read a memorandum from Professor Lilien Robinson, Chairman, Appointment, Salary and Promotion Policies Committee. (Memorandum attached.) He explained that this memorandum was in response to the Executive Committee's request that the ASPP Committee review its role with regard to policy decisions concerning such matters as faculty salary increases, together with the rationale upon which such policy recommendations are made. He thanked Professor Robinson for the committee's prompt response to this request. He reported that Committee Service Forms would be distributed shortly to all faculty members requesting their preferences for membership on Faculty Senate Standing Committees and/or Administrative Standing and Special Committees, and he urged that these forms be returned as soon as possible to the Faculty Senate Office. He said he was recently informed by the Special Mediation Committee in the matter of Assistant Professor Bruce E. Committee that its mediation efforts have concluded without resolution of the grievance. Professor Morgan then announced that the next Executive Committee meeting was Friday, January 27th, and any agenda items should be sent to the Executive Committee before that date.

(b) Professor Ziolkowski, Chairman, Research Committee, announced that the second Annual Bibliography of Faculty Publications was now being assembled by Mrs. Margaret Trexler, Provost's Office. Professor Ziolkowski urged that all Department Chairmen collect this information from their respective faculty and forward the material to Mrs. Trexler as soon as possible.

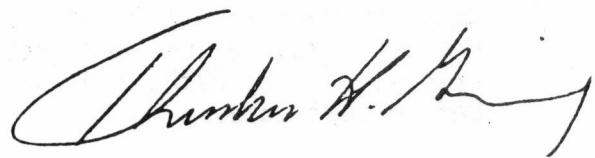
Under Brief Statements, Professor Griffith, Chairman, Professional Ethics and Academic Freedom Committee, said that during the past few weeks he has been reviewing transcripts of grievance cases in connection with the committee's study of the Morgan Report on recommended changes in the grievance procedures. In reviewing these records, he said, one realizes the tremendous amount of time and effort contributed by members of the Faculty Grievance Committee, among others, to the general cause of faculty governance. He suggested that the Senate recognize such kinds of extensive service by a special citation, perhaps sponsored by the Executive Committee, at the end of each year.

Dean Peter Hill reminded members of the Winter Convocation on February 20th, and Professor Morgan encouraged all members of the Senate and other faculty to participate in this important ceremony.

The President then said that he wished to make two announcements. The first concerned the appointments of Mr. William D. Johnson as Provost and Professor Roderick S. French as Academic Vice President, both appointments effective July 1, 1984. These appointments were approved by the Board of Trustees on January 19, 1984. Secondly, the President announced that on January 12, 1984, he appointed a Long-Range Planning Commission for the University to be chaired by Dr. Marianne Phelps, Assistant Provost for Affirmative Action. He said the membership of this Commission and its charge were outlined in his memorandum to the Commission, and he requested that this memorandum be distributed with the Minutes. (Memorandum attached.) Dr. Elliott said that he was asking the Commission to make its study altogether open and broadly inclusive because of its importance to the

University for the next several years. As to a timetable, he said he has requested that the Commission submit a preliminary draft report by January 1, 1985, and that a final report be ready for the May meeting of the Board of Trustees in that same year. Dr. Elliott said that he hoped that this study would be one in which each and every person has an opportunity to offer ideas, suggestions and opinions.

Upon motion made and seconded, the meeting was adjourned at 2:50 p.m.



Theodore H. Grimm, Jr.  
Secretary

A RESOLUTION REGARDING THE COMMEMORATION OF THE  
BIRTHDAY OF MARTIN LUTHER KING, JR. (83/4)

WHEREAS, the birthday of Martin Luther King, Jr., has been  
designated a national holiday; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the federal holiday commemorating the birthday of  
Martin Luther King, Jr., be designated an official  
University holiday and observed annually.

January 6, 1984  
Executive Committee of the Faculty Senate

Adopted January 20, 1984

THE GEORGE WASHINGTON UNIVERSITY  
INTERDEPARTMENTAL MEMORANDUM

December 21, 1983

TO: Prof. John A. Morgan,  
Chairman, Executive Committee

FROM: Lilien F. Robinson, J.A. Morgan  
Chairman, Appointment, Salary, Promotion Committee

RE: Memorandum of the Executive Committee, Nov. 2, 1983

As requested by the Executive Committee, the Appointment, Salary, Promotion committee met and discussed the issues raised in your memorandum concerning salary increase policy for 1984-1985 and the role of the Appointment, Salary, Promotion committee regarding such policy.

Since Mr. Johnson is an ex officio member of the committee, we were able to address these questions to him as well. Mr. Johnson explained that the rate of increase and its distribution are dependent on such variables as the AAUP averages, general economic situation and the state of the University. With respect to the distribution of percentages among the ranks, the aim was to decrease the widening gaps between the ranks. To the committee this seemed a rational approach, although it could be expected that this type of distribution would not receive universal approval. Moreover, it was apparent that the basic philosophy was one of giving flexibility to deans and chairmen in assigning increases. Clearly, also, because of the variables such policy determinations are made on a yearly, ad hoc, basis.

The role of the Appointment Salary Promotion committee was also discussed, and it was agreed that the committee should certainly have an advisory role in future determinations of policy. Specifically, we would serve in that capacity for the planning of the 1985-1986 budget. Mr. Johnson welcomed this role for the committee, and it was decided that the committee should begin by addressing the issue of spread between the ranks as well as our general standing in reference to AAUP levels. Some matters, however (because they relate to enrollment), could not be pursued until mid-September 1984, and then, with some rapidity.

The committee concluded that its role should be in shaping rationale for salary increases, recommending goals to be met within the University and its divisions, while the implementation of policy was the function of the Budget Office. It was further decided that

THE GEORGE WASHINGTON UNIVERSITY  
INTERDEPARTMENTAL MEMORANDUM

a sub committee (Prof. Kirsch, Prof. Ericson) would begin this advising process by gathering the data on AAUP salary guidelines and examining the present salary levels at G.W.U. Their report will serve as the basis for general committee discussion and subsequent recommendation to Mr. Johnson for the 1985-1986 academic year.



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / Office of the President / (202) 676-6500

January 12, 1984

TO: Marianne R. Phelps, Chairman - Assistant Provost for Affirmative Action  
John G. Boswell - Chairman, Education Department  
L. Thompson Bowles - Dean for Academic Affairs, Medical Center  
Edward A. Caress - Assistant Dean, Graduate School of Arts & Sciences and  
Professor of Chemistry  
William R. Johnson - Acting Director, Institute for Sino-Soviet Studies and  
Associate Professor of History  
William H. Marlow - Director, Institute for Management Science & Engineering  
Robert E. Park - Professor of Law  
Harry E. Yeide - Chairman, Religion Department  
Susan J. Tolchin, Rapporteur - Professor of Public Administration  
Roderick S. French, Consultant - Director of Division of Experimental Programs  
William D. Johnson, Consultant - Associate Provost & Director of Planning  
and Budgeting

SUBJECT: Long-range Planning for The George Washington University; The Commission  
for the Year 2000

With this memorandum I am confirming your appointment to the Commission. While major improvements have been made in recent years to many educational activities of the University--new libraries and library resources, additional teaching and research laboratories, new equipment, added academic programs, and a number of important faculty appointments--a comprehensive examination of academic programs has not taken place. With the financial foundation a bit stronger and more stable now, it seems timely to look carefully at the mission and programs of George Washington to determine what new directions or new emphases, if any, might be considered and what programs may be due for re-shaping or possible discontinuance.

In pursuing your work I suggest that among other activities you:

- 1) Invite Deans, Vice Presidents and Directors of Independent Programs to submit data, plans and proposals as each may see fit.
- 2) Invite the General Alumni Association, the Faculty Senate of the University, the George Washington University Student Association, other organized constituencies and individuals within the University and interested citizens beyond the campus to provide ideas and information to you as they may wish.
- 3) Feel free to request data and/or information from any and all offices and officers of the University as your study may require.

4) Present to me, as soon as convenient, a proposed budget for the Commission's work.

5) Encourage all who are interested in the long-range plans of this institution, and a number of individuals including trustees have expressed such interest, to offer ideas, suggestions and opinions to you, so as to make your study altogether open and broadly inclusive.

As to timetable, I am assuming that some eighteen months will be required for completion of the study, that a preliminary draft will be available by January 1, 1985, and that a final report will be ready for the May meeting of the Board of Trustees in that same year. Further, in preparing your budget, may I suggest that you consider:

- 1) The amount of released time from regular duties which will be necessary for members of the Commission;
- 2) The employment of one or more consultants, recognized authorities in higher education, to advise on any or all parts of the study;
- 3) The selection of two or three additional authorities who might serve as a kind of "advisory board" to review your preliminary draft and express their opinions;
- 4) An appropriate form for publication and distribution of the final report.

Your task will not be easy. It is one which must be done, however, if this institution is to continue the climb to national and international leadership among the universities of the world. Nothing less should be our goal and your deliberations should give us guidance for the decades immediately ahead. It is my conviction that GW may now respond more adequately than at anytime before to the opportunities and responsibilities which history, location and the needs of society may offer.

Your willingness to take up this important responsibility is appreciated by the entire University community.



Lloyd H. Elliott

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.  
20052

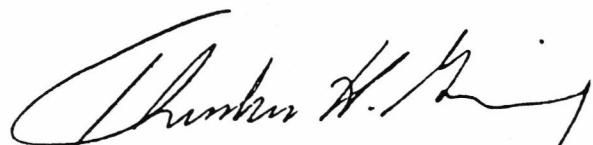
The Faculty Senate

January 9, 1984

The Faculty Senate will meet on Friday, January 20, 1984, at 2:10 p.m., in Lisner Hall 603.

AGENDA

1. Call to order
2. Minutes of the regular meeting of December 9, 1983
3. Resolutions:  
A RESOLUTION REGARDING THE COMMEMORATION OF THE BIRTHDAY OF MARTIN LUTHER KING, JR. (83/4); Executive Committee (resolution attached)
4. Introduction of Resolutions
5. General Business:
  - (a) Report of the Executive Committee: Professor John A. Morgan, Jr., Chairman
  - (b) Interim Reports of Senate Standing Committees
6. Brief Statements
7. Adjournment



Theodore H. Grimm, Jr.  
Secretary

A RESOLUTION REGARDING THE COMMEMORATION OF THE  
BIRTHDAY OF MARTIN LUTHER KING, JR. (83/4)

WHEREAS, the birthday of Martin Luther King, Jr., has been designated a national holiday; THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the federal holiday commemorating the birthday of Martin Luther King, Jr., be designated an official University holiday and observed annually.

January 6, 1984  
Executive Committee of the Faculty Senate